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EASTERN ILLINOIS UNIVERSITY
FACULTY SENATE
Proceedings of January 20, 1970

MEMBERS PRESENT: Hattabaugh, Palmer, Green, Read, Holley, Gover, Spaniol, Hieronymus, Crane, Kluge, Keiser, Lahey.

MEMBERS ABSENT: Tingley, Whitlow, McCabe.

Correction to the Proceedings of January 12, 1970: In line 5, item A of Reports, insert the word "proposed" before "Black Boycott of the Athletic Department."

The Proceedings of January 12, 1970, were approved as corrected.

REPORTS:

- A. Miss Hieronymus reported that the Executive Committee in accordance with the recently adopted nominations and elections procedures for elected university councils (Proceedings, January 5, p. 1, par. 3) had appointed a Nominations Committee consisting of Mr. Roger Whitlow (chairman) and Mesdames Mary Jo Read and Marguerite Green and an Elections Committee consisting of Mr. Fred Hattabaugh (chairman), Mr. Donald Kluge, and Mesdames Jane Lahey and Mary Jo Read. Miss Hieronymus also circulated copies of her report and related documents concerning the meeting of the Board of Governors on January 17. Among other things a motion was passed to approve plans to move Eastern's Practical Arts Building and to ask the Executive Officer of the Board to request the Governor to move \$100,000 from the contingency funds (#34 on the priority list) to the Practical Arts Building Project (#15 on the priority list) and to release the additional funds necessary to complete the project. Recommendations were passed regarding sabbatical leaves, rank for non-tenure (administrative) personnel, and regarding functions of faculty organizations. Copies of the proposed constitution for the Council of Students were circulated. Miss Hieronymus also reported that the Executive Committee had met twice with the Personnel Committee and had scheduled a third meeting to prepare a proposal on evaluation.
- B. Mr. Hattabaugh, for the Nominations and Elections Committee, circulated draft copies of a document explaining the policy of nominations to university councils. A sample petition was included. After some minor corrections, it was moved (Spaniol) and seconded (Lahey) to approve the documents drawn up to implement nominations to university councils. The motion was approved unanimously. Each faculty member will soon receive a copy of these procedures.
- C. Miss Read reported that minutes of the most recent meeting of the Council of Instructional Officers were not yet available. Matters discussed included remarks made by Mr. James Holderman of the Higher Board concerning the growing demand to hold higher education in Illinois more strictly accountable for resources expended. (Proceedings, January 5, 1970, Communications, J.) It was also reported that somewhat more bargaining for allotted new staff members was now possible as compared with the earlier policy allowing requests for new staff to be filled only as made. The topic of extension teaching with some special emphasis on Lake Land was discussed without reaching a consensus.

COMMUNICATIONS:

- A. From Mr. Jon Hopkins, a memorandum asking why the Council on Graduate Studies has nine members instead of eight as provided in the manual for Administrative Organization (11/19/64) and why Mr. Szerenyi, a department head, is on the Council. In answer it is noted that the most recent manual of Administrative Organization (6/1/69), p. 50, provides for a nine-member council. The Director of Library Services is ex-officio, without vote, and was included, according to the Dean of the Graduate School, to utilize his technical knowledge on curriculum matters and problems concerning the library.
- B. From Mr. Bruce Kraig, a letter which reads in part as follows: "The Faculty Senate has accepted the position paper of the Executive Director of the Board of Higher Education and it is well that it has done so. Now the Senate should attempt to define the terms of that statement in the light of the existing situation and goals, such as they are, at Eastern Illinois University." Mr. Kraig regrets the lack of a community spirit and a meaningful dialogue between the administration, faculty, and students at Eastern. He suggests that "the clear answer to this problem is a new University Government with participation by faculty, students, and administration. The guidelines for this new government may be those recently adopted at Illinois State or perhaps those proposed at the University of Illinois. In any case, this government must have the power to decide major university policy as well as the most substantial voice in the actual operation of the university (this, it is hoped, may be in accordance with guidelines set by the national AAUP some of which have been adopted by our Board of Governors." Mr. Kraig suggests that the Higher Board's report be implemented at Eastern in the following ways:
 1. An open admissions policy for disadvantaged minority groups. This will embody a prematriculation program for approximately one school year in which essentially unqualified applicants will be given the basic academic tools necessary to begin a university career. Great attention will be given to fundamental English. This program will be run and staffed by interested faculty members (there will be many) and especially our students. Thus the program will mutually benefit future teachers and handicapped students alike. Further, this prematriculation program is not intended to cater entirely to Black students but will include a large body of culturally deprived students (White) from the rural parts of the state. Only in this way can we hope to overcome many of the barriers of prejudice and ignorance that exists on all sides. Students who complete this program either after or within one year may then matriculate normally at Eastern or perhaps other state universities. This program is intended to prepare students for university and may thus be considered separate from, although complimentary to, the community college system.
 2. Eastern must put its expertise to use in the community of Charleston and its region. Too often community relations here mean an accommodation to existing conditions. While the university perhaps participates in such areas as city services it does nothing to lead the community intellectually. This town and its region are filled with desperately poor people, undereducated and ill-equipped to deal with the problems of their society. As an institution

dedicated to enlightenment of the common man we should begin to do just that. We no doubt have a large reservoir of students ready and able to set up schools for adults and children in grave need of fundamentals of language mathematics, people who have little idea of their society and government. Let us establish child care centers and adult education centers staffed by willing students. Let our industrial arts students aid in home rebuilding and refurbishment among the poor in our area. Let our art students aid in this and in perhaps beautifying the town itself. These are just a few of the ways in which we may really educate our students and at the same time render great service to the community at large. Above all, let Eastern take the moral leadership of the community. Councils for human relations (especially when the Black enrollment increases) and for advice in university-Charleston relations must be established. No longer can the Main Street mores be permitted to dominate an active and growing university community; to permit this to continue would be to stunt the intellectual and physical growth of the university and do an immense disservice to all the people of Illinois. And this is a state university after all, not a community college dependent for funds on the City of Charleston.

3. A complete restructure of the university as it now stands is of the utmost necessity. This is implicit in the suggestion of a united university government. Even beyond this, the era of the normal school must end: the academic departments, the liberal arts, must have control of the educational policy of this institution. Our primary purpose must be to educate, not only train, our students. Those who would be teachers must have a thorough grounding in the liberal arts, language, philosophy, music, art and more. At present we require little of these. In addition, our students should be required to study subjects that deal with the major social problems of our day, problems that will confront them when they leave Eastern, e. g. Black studies, minority histories, urban and rural history and sociology and much more. Further, students and faculty should serve in the community and should be encouraged to deal with some of the problems outlined above. We should rethink our present system of rewards for faculty and students alike. Those faculty who are content to rest on their tenure or obsequiousness cannot reap the benefits that active participation in the university and extra-mural community will bring. To this end salaries and promotions of individual faculty members should be matters of general university concern. Committees of the united government should deal with these matters. Above all, we must revitalize our largely apathetic student and faculty bodies. It can be done.

4. The university should explore ways to improve the physical environment of both its immediate region and the state. Pilot projects, long range study projects, active projects should be set up with members of our science faculties as well as members of our social science faculties. These could study problems related to this area and both suggest and implement improvements. Perhaps immediately a comprehensive study of Charleston and its region might be in order with a view towards city planning and conservation of regional resources.

C. From President Doudna, a memorandum which reads as follows:

I shall explain the last sentence of the memorandum on page 2 of your minutes which relates to the proposed 11½ month employment of certain categories of faculty members.

The sentence might well have read "I do not regard this (matter of possible overload) as a sufficiently strong reason for me to discard the proposal."

I had no feeling that the Senate had requested that the proposal be discarded. My statement may have been interpreted to imply that I thought the Senate wanted it discarded if I would not yield to the point in controversy.

If I discard the proposal, it will be essentially because I come to feel that there is no chance of getting it through the Board.

- D. From the Student Senate, the minutes of its meetings of December 10 and January 3. Received and distributed.
- E. From President Doudna, a copy of a letter to Mr. Gregory Crockett, requesting that the latter supply the Faculty Senate with information requested about the Intercultural Council and stating that he, the president, is willing to move on the matter "if the Faculty Senate acts favorably." Received.
- F. From President Doudna, a copy of a letter from Mr. Edward S. Gibala, Executive Director of the State Universities Retirement System. He writes in part that "The staff of the Illinois Budgetary Commission has suggested that the State Universities Retirement System be merged with the State Employees' Retirement System, which is coordinated with Federal Social Security. Such action would be disastrous to the recruiting efforts of the State Colleges and Universities." To illustrate, he writes, "a person earning \$9,600 per year during the five years preceding retirement would receive \$7,680, if he had 40.25 years of service and retired under the State Universities Retirement System plan. Under the State Employees' Retirement System coordinated plan, his annual pension would be only \$3,840, a reduction of \$3,840 or 50%. This reduction is well in excess of the maximum primary pension benefit which is available under the Federal Social Security Law. Persons earning in excess of \$9,600 would suffer even greater losses under the merger." The Senate will communicate its opposition to the suggested plan to Mr. Gibala.

NEW BUSINESS:

There was no new business.

OLD BUSINESS:

- A. It was agreed to communicate with Mr. Marshall, chairman of the Council of Faculties, requesting that that group seek definition of the word "major" in the Board of Governors policy generally granting faculty organizations the function "To advise the presidents on the creation of major administrative positions. . . ."

- B. The Budget Committee submitted its recommendation for scholarships for children of deceased faculty members. In the discussion it was pointed out that special exemptions are already provided for civil service employees, talented students, athletes, and foreign students, among others, and that these precedents are important to the present request. It was moved (Keiser) and seconded (Spaniol and Hattabaugh) that the recommendation for scholarships for children of deceased faculty members be adopted by the Senate and sent to the President. The motion carried unanimously. It reads as follows:

Scholarship For Children Of Deceased Faculty Members

Those of us in academia would not doubt the fact the cost to educate children has increased tremendously during the past decade. As we enter "the soaring 70's", the cost of educating a child will also likely soar.

During the past ten years, eleven full-time faculty members of Eastern Illinois University have died. Six of these professors had no children under the age of 22. A total of eleven children were heirs of these deceased faculty. Two children were aged 20 at the time of the parents death.

In 1969, one professor died leaving six children under the age of 21. Thus, with this exception, the number of children of deceased faculty under the age of 22 would have been five during the past ten years.

It has become increasingly difficult to recruit and hire faculty members of the caliber desired by our University. To help in our recruiting efforts and to aid families of deceased faculty, it is recommended by the Faculty Senate that a program be initiated to provide scholarships to children of deceased faculty members of Eastern Illinois University.

We, the Faculty Senate, recommend the following qualifications of eligibility for this scholarship:

1. If the child attends Eastern Illinois University, the scholarship shall provide a waiver of all tuition and fees, plus a \$500 per year stipend.
2. If the child elects to attend a different College or University, he would still be eligible for the \$500 per year stipend.
3. The scholarship would be for college education through the baccalaureate degree only. The scholarship is not presently intended for use at the graduate level. We recognize the desire or importance of an advanced degree, but believe a person can obtain means to obtain an advanced degree, whereas there may be a financial hardship on the family in obtaining an undergraduate degree, if it is financially possible at all.
4. The scholarship would be only for children of members of the faculty at Eastern Illinois University who die while in full-time

service. Specifically included would be those on leave of any kind, but would exclude graduate assistants, part-time faculty or others who are not considered to be eligible for tenure under the regulations of the Board of Governors, with the exception of executive assistants who would be included under our proposal. Included also would be those faculty members considered to be full-time with the rank of Instructor. Specifically excluded would be the children of a widow or widower who joins the faculty after the adoption of this scholarship, unless that remaining parent dies while in service at Eastern Illinois University. (Example: Professor Smith, a widow with two children, joins the faculty. Her children would not be eligible for this scholarship unless she dies while a faculty member at Eastern Illinois University.)

5. For a child to be eligible for the proposed scholarship, either mother or father should have been under contract (including leaves) at Eastern Illinois University at the time of death. Should both parents be full-time faculty members at Eastern Illinois University, the child would be eligible for the scholarship if one parent dies.
6. Children eligible for the scholarship will include natural, adopted, foster or step-children of deceased faculty members. Also included would be children of divorced faculty members if the faculty member provides financial support for those children.

We recommend that any children of faculty members who died in past years and who would be eligible for the scholarship at the time this proposal is adopted, be granted the same consideration as children of eligible faculty members at the time of its adoption.

Under the Board of Governors policy, there is provided means for waiving certain fees (Section XVI, 4 and 8, Board of Governors of State Colleges and Universities of Illinois, By-Laws, Governing Policies and Practices, in effect September 1, 1966.)

In the past decade, under our proposal the total cost of providing \$500 stipends per child would have cost a total of \$20,000, assuming all children accept the scholarship. (Some of these funds would not be expended until sometime in the future since several of the present children involved are pre-teens.) This is approximately the salary of a full-ranked professor for one academic year, plus summer school.

Two of the eleven presently eligible children under our proposal were 20 years of age at the time of the death of their parent. Cost for them at \$500 per year would be \$2,000. Cost for the other nine children for four years each at \$500 per year would be \$18,000.

Since the University will apparently be on an annual budget, we recommend such request for funds to provide this scholarship be made a budget matter to be included when the budget is submitted to the proper body. Because of the annual budget, it would be possible to fairly accurately predict the funds

needed to provide the scholarship, based upon past experience.

The Faculty Senate believes this scholarship is a correct and proper function of the Board of Governors and this University in meeting the social responsibility as outlined by the Executive Director and staff of the Board of Higher Education for the State of Illinois.

- C. The Budget Committee submitted its report on $11\frac{1}{2}$ month contracts, the research proposal, and sabbatical leaves. It was moved (Spaniol) and seconded (Kluge) that the Senate express its appreciation for the sabbatical leave policy as adopted by the Board of Governors, but that it request the Council of Faculties to study further the clause concerning remuneration in addition to salary during the sabbatical leave (Section VI, par. 6, pp. 24-25 of Board By-Laws.) The motion carried unanimously.

The meeting was adjourned at 1:57 p.m. The next scheduled meeting of the Faculty Senate is on Monday, January 26, from noon to 2 p.m. in the Heritage Room of the University Union.

AGENDA

1. Constitution
2. Evaluation (Visitation)
3. Eleven-and-one-half Month Contract (Sabbatical)
4. Selection of President
5. Recognition of Retiring Faculty Members
6. Campus Disorders, Local Policy
7. Intercultural Council
8. Grievance Committee
9. Proposal for University Government
10. Budget for Higher Education
11. Policy Statements of Higher Board
12. Evaluation of Faculty Research Projects
13. Relationship of Senate to Council of Faculties
14. Competitive Recruitment

John H. Keiser
Secretary